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ABSTRACT

This report contains data from the sixth annual survey of ethnic group employment in the California State Colleges. For the first time, colleges were asked to report the number of male and female incumbents of positions included in the survey, which covered the 1969-70 academic year. The survey includes employees who serve half-time or more in clerical, trade and craft, technical and sub-professional, custodial, professional, administrative, instructional faculty, supervisory and protective service positions. Salary ranges were grouped into 4 broad brackets. The five designated ethnic groups were Negro, Oriental, other non-white, Mexican-American, and other Caucasian. In addition to tables presenting the data, the report includes: a narrative summary of "highlights"; a digest comparing 1970 information with that in previous reports; a description of unique problems and special programs related to recruitment, employment and training of ethnic minorities; and general conclusions. (JS)

ED052703

EMPLOYMENT SURVEY

SURVEY OF EMPLOYMENT OF WOMEN AND MEMBERS OF VARIOUS ETHNIC GROUPS

1970

FSA

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THE CALIFORNIA STATE COLLEGES

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THE CALIFORNIA STATE COLLEGES
Office of the Chancellor
5670 Wilshire Boulevard
Los Angeles, California 90036
April 1, 1971

TO: State College Presidents

FROM: Glenn S. Dumke, Chancellor

SUBJECT: 1970 California State College Employment Survey of Members of Various Ethnic Groups

I am pleased to submit to you the 1970 Survey of Employment in the California State Colleges.

The information contained in this report is based on data obtained from the annual employment survey conducted by the Chancellor's Office. The purpose of the survey is to determine the extent of the progress being made in making operable the Board of Trustees policy of guaranteeing equal opportunity for all employees, regardless of race, color, creed, national origin or sex.

Of particular interest are the reports from colleges that are putting forth extra effort and displaying real initiative and creativity in responding to the still critical problem of an imbalance in ethnic minority employment. The data concerning women, discussed to a limited degree in this report and set out more fully in FSA 71-11, Report on Employment Status of Women, will be even more comprehensively treated in succeeding reports.

The encouraging progress reflected in this, our sixth annual report, clearly demonstrates the direct relationship between affirmative action and positive results. It is expected that our seventh annual report will show similar effort and results in those areas where employment problems remain acute.

GSD:jb

cc: Board of Trustees
Vice Presidents and Deans of Administration
Vice Presidents and Deans of Academic Affairs
Business Managers
Personnel Officers
Chairman, Academic Senate CSC
Chancellor's Office Staff

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ETHNIC GROUP EMPLOYMENT SURVEY
1970

I. Introduction

In the summer of 1970 the State Colleges provided information (in response to FSA 70-48) on ethnic group employment during 1969-70. An analysis of these data is contained in this report, the sixth since the inception of this survey program. These surveys are an essential part of the Chancellor's efforts to encourage the recruitment, employment, and upgrading of a greater number of members of minority ethnic groups.

In addition, and for the first time, the colleges were requested to report the number of male and the number of female incumbents of the positions included in the survey. The purpose of this was to provide specific information regarding the number of employment opportunities afforded women in the State Colleges.

We are, this year, beginning to profit from our previous years' diligence in maintaining complete and consistently reported data in that we are now in a position to detect trends, pinpoint areas of strengths and weaknesses and, thereupon, to develop realistic goals and programs for continued improvement.

The reporting techniques were identical with those used previously. The colleges were requested to include in their data only those employees who serve half-time or more. All college positions were coded by general type of occupation (clerical, trades and crafts, technical and sub-professional, laborers and custodial, professional, administrative, instructional faculty, supervisory, and protective services). The salary ranges were coded and grouped into four broad brackets. The same five ethnic groups as used in the past were designated (Negro, Oriental, other Non-White, Mexican-American and Others: Caucasian).

The total employee population included in this survey is 23,513. Of this total, 2,952 (12.6%) are members of minority ethnic groups and 8,445 (36%) are women.* The data regarding this population have been compiled and presented numerically by geographic areas, occupation, salary range, and ethnic origin. This report also contains: (1) a narrative summary of "highlights" from the data; (2) a digest comparing the information contained in this 1970 report with that in previous reports; (3) a description of unique problems and special programs relating to recruitment, employment and training of ethnic minorities; and (4) general conclusions.

*These figures, based on half-time or more employment only, constitute the reference basis for all analyses in this report.

II. Highlights of 1970 Survey

A. Geographic Location

The total employee population is 23,513 of which 2,952, or 12.6%, are ethnic minorities,* and 8,445 or 36% female. Broken down by major geographic areas, the distribution of the total employee population using these same sub-classifications appears as follows:

Area	Total Population		Ethnic		Female	
	Number	Percent of Total	Number	Percent of Total	Number	Percent of Total
Greater Los Angeles	8,938	38%	1,336	5.7%	3,431	14.6%
San Francisco Bay Area	4,985	21%	745	3.2%	1,868	8.0%
Central Valley	4,273	18%	471	2.0%	1,412	6.0%
Other	5,317	23%	400	1.7%	1,734	7.4%
Total	23,513	100%	2,952	12.6%	8,445	36.0%

An equally interesting and important analysis of these same figures results from showing how the ethnic population (ethnic by area to total ethnic) and the female population (female by area to total female) are distributed on a percentage basis:

	Ethnic to Total Ethnic		Female to Total Female	
	Number	Percent of Total	Number	Percent of Total
Greater Los Angeles	1,336	45.3%	3,431	40.6%
San Francisco Bay Area	745	25.1%	1,868	22.1%
Central Valley	471	16.0%	1,412	16.8%
Other	400	13.6%	1,734	20.5%
Total	2,952	100.0%	8,445	100.0%

Continuing efforts are being made to determine the degree to which extra diligence with regard to ethnic employment can help to overcome the obvious additional barriers imposed by the comparative sparseness of minorities residing in some of these areas. (See Attachment 1)

B. Occupations

The occupational information (Attachments 2, 3, 4) lends itself to at least four significant comparisons: the percent ethnic representation of the total employment by major occupational

*The word "ethnic" as used throughout this report refers to minority groups other than women and in contradistinction to Caucasians.

categories (Attachments 2 and 3) and the percentage which each occupational category represents of the total ethnic employed; the percentage of minorities as contrasted with Caucasians in each of these categories (Attachments 2 and 3); the percentage male and female to the total (Attachment 4) and by ethnic group within these categories; and supervisory representation by male and female and by ethnic population (Attachment 2).

1. Percent ethnic of total and of total ethnic

Faculty:

There are 11,800 instructional faculty employed half-time or more. Of this number, 1,054 individuals are members of minority ethnic groups. This represents 9% of the total instructional faculty and 36% of the total ethnic employment.

Combined Instructional, Professional and Administrative:

The number of minorities on the instructional faculty combined with the number of professional and administrative employees is 1,168. This represents 8.7% of the total employment (13,368) in these combined categories and approximately 40% of the total ethnic employment.

All Others Combined, minus Labor and Custodial:

There is a total of 7,932 individuals in the combined clerical, technical and sub-professional, trades and crafts, and protective services categories. There are 960 minority individuals in these combined groups representing 12% of the total employed in these categories and 33% of the total ethnic employment.

Labor and Custodial:

The labor and custodial group is composed of 2,213 individuals, of which 824 or 37% are ethnic minorities. This represents 28% of the total ethnic employment.

Tabularly summarized, the occupational distribution percentages appear as follows:

Occupational Group	Total	Percent Ethnic of Total	Total Ethnic	Percent of Total Ethnic
Instructional	11,800	9 %	1,054	36%
Inst., Prof. Adm.	13,368	8.7%	1,168	40%
All others less Labor & Custodial (Clerical, Trades & Crafts, Tech. & Sub-Prof., Protective)	7,932	12 %	960	33%
Labor & Custodial	2,213	37 %	824	28%

2. Percent Ethnic – Percent Caucasian within occupational groups – 1970

The percent ethnic minorities as contrasted with the percent Caucasians of the total employment within each occupational group can best be represented with a rank-order occupational table:

~~Occup. Group~~	Percent Ethnic of Total	Percent Caucasian of Total
Labor & Custodial	37%	63%
Protective	13%	87%
Clerical	13%	87%
Technical & Sub-Professional	10%	90%
Faculty	9%	91%
Trades & Crafts	8%	92%
Professional & Administrative	7%	93%

(See Attachment 3)

3. Supervisory:

There are 1,901 individuals reported in supervisory positions, of which 8.4% or 160 individuals are representative of ethnic groups. (Attachment 2)

4. Male – Female, to total and by ethnic group:

Two of the occupational groups have 75% of all the employees, i.e., 50% are in faculty positions and 25% in clerical positions. The remaining 25% of the total employee population are in the other five occupational groups, i.e., 2.2% trades and crafts; 5.9% professional and administrative; 9.4% laborer and custodial; and .8% protective services. (Attachment 4)

Of the 11,800 instructional faculty, 81% (9,505) are males and 19% (2,295) are females. Of the 1,054 minority faculty, 78.7% (830) are males and 21.3% (220) are females.

The clerical group is predominantly female, with 4,933 out of 5,820 or 84.8%. Of the 752 clericals in ethnic classifications, 575 or 76.5% are female.

The trades and crafts, laborer and custodial, and protective services are predominantly male. They are respectively: 99.6% male (95.2% ethnic male), 92% male (90.3% ethnic male); and 98.6% male (96.3% ethnic male).

The technical and sub-professionals are 67% male (67.6% ethnic male); and the professional and administrative group are 63.5% male (64% ethnic male).

C. Salaries

Of the total employee population, 3.2% earn less than $5,000; 32% earn $5,000-7,499 per year; 19% earn $7,500-9,999 per year. The number in these three brackets (all less than $10,000 per year) is 54.3% of the total employee population. The balance, 45.7%, are in the $10,000 or higher

bracket. Attachment 5 provides the number in each salary range used in the survey. In the highest of the four salary ranges, i.e., $10,000 or more, 81.6% (8,782) are males and the balance 18.4% (1,982) are females; 7.6% of the total in this range are minorities, of which 80% are males and 20% are females; 92.4% are Caucasian, of which 81.7% are males and 18.3% are females.

Of the total Caucasian employee population (20,561), 48.4% (9,947 individuals) earn $10,000 or more per year, and of the total minority population (2,952), 27.7% (817 individuals) earn $10,000 or more.

III. Digest of Comparative Data: 1970 to Previous Reports

With regard to the number of ethnic minorities employed, the percentage increase this year over last year (49% increase in minorities; 9.8% increase in Caucasians) and 1970 over 1965 (279.4% increase in minorities; 81.3% increase in Caucasians) is significant. (Attachments 6 and 7)

The importance of these figures must be viewed, however, in context of the percentage minorities have constituted, and continue to constitute, of the total employment population. In the 1965 report when the first survey of this kind was conducted in the colleges, there were 12,117 employees reported in the total population, of which 778 or 6.4% were members of minority ethnic groups. In 1970, the total population was 23,513 with 2,952 or 12.6% representing members of minority ethnic groups.

Attachment 8 provides comparative data concerning the number of instructional faculty for each successive year beginning with the first report and the percentage of minorities in relation to the total for each year. In 1965 there were 6,418 faculty members reported, of which 266, or 3.5%, were minorities. Subsequently, the number and percentage of minority group employees in relation to the total faculty increased each year to 1,054 in 1970, or 9%.

Significant changes were made during the past three years by the minorities in various occupational groupings as illustrated in Attachment 9. The number of minorities earning $10,000 or more, increased from 3.2% in 1968, to 7.6% in 1970. Of those earning $10,000 or more in 1968, 3.2% were minorities and 96.8% were Caucasian. By 1970, this had changed to 7.6% minorities and 92.4% Caucasian.

The number of employees reported by each of the colleges, by ethnic group and by male and female, is tabulated on Attachment 10. Thirteen of the colleges reported more than 10% of their total employee population as members of minority ethnic groups. They are as follows:

	College	Percentage Ethnic to Total
Percentage of	Dominguez Hills	24.8%
	Los Angeles	21.5%
	San Bernardino	16.0%
	Fullerton	15.7%
	San Francisco	15.6%
	Bakersfield	15.5%
	Fresno	15.4%
	Hayward	15.1%
	San Jose	14.4%
	Sacramento	13.7%
	San Fernando	13.5%
	Chancellor's Office	13.0%
	Cal Poly-KV	11.8%
	Percentage of minorities, in relation to total employee population in all colleges	12.6%

Attachment 11 provides the number and percentage of minority employees in relation to total by college for each year 1965 through 1970. Most colleges showed some increase in the percentage of minorities in relation to total employee population since 1969. In comparing 1970 to 1969, the colleges reporting increases of more than 3% in their minority to total ratios are:

College	Increase 1970 over 1969
Bakersfield	11.5%
Cal Poly-KV	6.7%
Hayward	5.6%
Fresno	4.7%
Fullerton	4.6%
Sacramento	4.3%
San Fernando	4.2%
Los Angeles	4.0%
Stanislaus	4.0%
San Bernardino	3.5%
San Diego	3.5%
TOTAL INCREASE – ALL COLLEGES	3.0%

In every instance except two, the colleges have shown gradual improvement successively each year during the six-year period. The Fullerton, Los Angeles, San Francisco, San Fernando and San Bernardino campuses have consistently reported the highest percentage (approximately 10% or higher) of minorities to total over this period.

These figures indicate that the ability to make acceptable or even significant gains in minority employment need not remain the exclusive province of the larger schools or those in close proximity to major metropolitan areas.

A composite tabulation of the number of employees in 1970 by ethnic groups, by male and female within each ethnic group, by geographic location, occupation, and salary range, may be seen in Attachment 12.

IV. Recruitment, Employment, and Training Efforts

A. Recruitment and Employment

Several of the colleges have made intensive efforts to search out and employ members of minority groups for all types of positions. Some have reported encountering difficult pre-employment barriers such as: the non-availability of minority applicants due to the sparse ethnic composition of the community; lack of interest on the part of minority applicants in applying at the college; the non-availability of qualified minority applicants as revealed through applicants' inability to meet minimum entry level standards of the college and to pass clerical tests; and fear of tests on the part of many minority applicants. Post-employment problems are reportedly related to the failure by some minorities to maintain traditional standards of performance after employment, difficulties encountered when disciplinary action is required, and the need for more extensive training.

Some of the colleges have attempted to enlarge upon their personal contacts and have utilized the services of various recruiting and community social agencies, e.g., Human Resources Development Offices, Mexican-American Opportunity Foundation, Neighborhood Service Center, Mission Rebels In Action (a Latin-American organization in San Francisco similar to NAACP), Economic Opportunity Council, Work Incentive Program, Partners for Progress, Santa Ana Community Action Council, League of United Latin American Citizens, Japanese-American Citizens League, National Association for the Advancement of Colored People, and the Urban League.

Other reported methods of broadening the recruiting base have included: placing job vacancy advertisements in local minority newspapers and professional journals; corresponding with schools and educationally-related institutions; and listing employment opportunities with such organizations as Pacoima Skill Center, Joint Venture in San Fernando and Pacoima, and State Department of Rehabilitation.

B. Training

Several of the colleges have expressed interest in organizing and developing special training programs to assist those who seem to have potential ability and skills but who have borderline test results or otherwise cannot meet initial specifications. A major problem encountered by all of the colleges is the lack of funds needed: to support the training programs; to provide the necessary personnel to conduct the programs and analyze the results; and to establish trainee positions in departments where no fully qualified individuals could be placed on a temporary basis.

Several experimental programs were undertaken at two of the colleges, e.g., Cal-Poly, KV, and Cal-Poly, SLO. One college contracted with a federally funded agency to employ, over a 16-week period, a number of under-experienced and under-educated candidates within certain fields. The agency paid one-half the salary and the college the other half during the training period, at the end of which the employees were evaluated and a determination was made regarding whether or not these candidates should be retained as regular employees or terminated. Under the program, for example, two girls who could not meet minimum college standards as demonstrated on pre-employment clerical tests, but who were deemed to have potential ability, were appointed to clerical positions and completed a 16-week training period. During this period they were tutored voluntarily by senior students at the college for four hours each day in such subjects as

mathematics, English, typing and reading (via a reading laboratory for comprehension), and received four hours of on-the-job training. At the conclusion of the 16-week training period, the clerical tests were given again and the results indicated sufficient improvement to qualify the individuals for retention as regular employees.

Another experiment has been a faculty developed clerical test designed especially for Mexican-American applicants. The language of the test is related to the Mexican-American culture and the barrio. It is intended that this test will assist in overcoming the language barrier factors in testing. The use and study of the results of this test are still in the early experimental stage and no final conclusions have yet been drawn.

Still another experiment was undertaken in Spring 1970 when a Black Culture Seminar was conducted by a black faculty member. The purpose was to expose department heads, and all others who would be interviewing prospective minority applicants, in the cultural background of blacks. Five one-hour sessions were given. The material presented included cultural development of Ghana, Africa in the Fifteenth Century to the present day and some open discussion aimed at "breaking down the prejudice barrier." It was felt that while this program seemed to have only minimal success, plans would be made to present more seminars in the future, addressed to ". . .the many more people who need to be reeducated."

Cal-Poly, San Luis Obispo, has undertaken an experiment which permits the hiring of an applicant at the Junior Clerk level whose general clerical test score is slightly below passing, but whose past experience, education, work references and interviews with Personnel Office staff and department heads seem to warrant a trial period of employment. After a six-month training period, the applicant is required to take the general clerical test again and if the results are successful, she qualifies for a regular position. If she fails the test the supervisor may recommend continuation at the junior level. The initial results of this experiment have been successful.

San Francisco State College has developed a clerical training program in which ten disadvantaged persons are trained for eight weeks and then placed on jobs either with the college or in the private sector. A new group is then brought in for the next eight-week period. The college paid the cost of administering the first demonstration and the Stone Foundation underwrote the program for several more cycles. Primary costs are salaries for a teacher, a coordinator and a part-time researcher.

A contract has now been signed with the City of San Francisco under which welfare recipients are being trained and placed through the program. The program is being run at no cost whatever to the state and is receiving enthusiastic response from the community. Approximately 75 persons have completed the program. A follow-up study of 40 of them showed that 3 have left the area; 5 are not available because of childbirth; and the remaining 32 are still employed, with average earnings of $400 per month.

The college is now doing an analysis for the Welfare Department to determine what the net savings have been to the city, and the city has indicated a willingness to go forward with the program on a year-to-year basis.

V. Conclusions

While the current report provides convincing evidence that a large number of women are employed in more than routine and menial type of positions in the State Colleges, this aspect of career employment in the State Colleges will now be amenable to more intensive study and attention as trends become more apparent from the accumulating data.

From the findings of the 1970 survey and comparisons with the five previous reports, the conclusion can be drawn that the California State Colleges clearly recognize the importance, desirability and necessity of providing employment opportunities to an increasing number of members of minority ethnic groups. Evidence that the colleges generally are dedicated to the continuation of progress in this area may be gained from their record of steady improvement each year. Their interest in meeting the challenge of widening career opportunities for minorities is demonstrated by their efforts in developing and adopting experimental programs and using whatever sources of recruitment that are available to attract an increasing number of applicants.

It appears to be a fact that much of the gain is due to special efforts made by some of the colleges, while others have supplied little or no evidence of particular concern in these areas. Commendable as many of the gains are, nothing short of a posture of total diligence will be sufficient to get the job done. The California State Colleges' record of 12.6% minority employment is to be favorably compared to the records of other state agencies. Viewed against a total minority population in the State of California of approximately 21%,* and viewed also against the salary and occupational distortions that still remain, it becomes apparent that the goal of maintaining a representative and equitably balanced employment record remains a destination to be arrived at rather than a platform already achieved.

*Based on 1960 U.S. Census figures. 1970 totals have not been released and we assume that ethnic minorities now constitute an even greater percent of the total population.

LIST OF ATTACHMENTS

1. Table – Number of All California State College Employees by Minority Group and Sex – 1970 – Geographic Location.

2. Table – Number of All California State College Employees by Minority Group and Sex – 1970 – Occupations.

3. Chart – Number and Percentage of Minorities in Relation to Total Within Occupational Groups – 1970.

4. Chart – Number and Percentage of Male and Female Employees in Relation to Total Within Occupational Groups – 1970.

5. Table – Number of All California State College Employees by Minority Group and Sex – 1970 – Salary Ranges.

6. Chart – Percentage of Increase in Total Population and Each Minority Ethnic Group – 6-Year Period Between 1965-70.

7. Chart – Comparison of Total Employee Population With Each Minority Ethnic Group in 1965 and 1970 Reports.

8. Table – Instructional Faculty – Number and Percentage of Minorities Employed in Relation to Total Faculty Each Year 1965 through 1970 – All California State Colleges.

9. Table – Comparison Between 1968, 1969 and 1970 Reports – Number and Percentage of Minorities in Relation to Total by Occupation and Earnings – All California State Colleges.

10. Table – Number of Minorities Employed – 1970 – by College.

11. Table – Number and Percentage of Minority Employees and Each Ethnic Group in Relation to Total Work Force by College Each Year Between the 1965 and 1970 Reports.

12. Table – Number Employed 1970 in California State Colleges by Ethnic Group – Geographic Location, Occupation and Salary Range.

NUMBER OF ALL CALIFORNIA STATE COLLEGE EMPLOYEES BY MINORITY GROUP AND SEX – 1970 GEOGRAPHIC LOCATION

	TOTAL	MALE	FEMALE
GREATER LOS ANGELES AREA			
No. Employees	*8,938*	*5,507*	*3,431*
No. Minorities	1,336	898	438
Negro	570	399	171
Oriental	239	146	93
Other Non-White	150	122	28
Mexican-American	377	231	146
No. Other (Caucasian)	7,602	4,609	2,993
SAN FRANCISCO BAY AREA			
No. Employees	*4,985*	*3,117*	*1,868*
No. Minorities	745	496	249
Negro	254	148	106
Oriental	168	96	72
Other Non-White	123	106	17
Mexican-American	200	146	54
No. Other (Caucasian)	4,240	2,621	1,619
CENTRAL VALLEY			
No. Employees	*4,273*	*2,861*	*1,412*
No. Minorities	471	324	147
Negro	154	112	42
Oriental	102	57	45
Other Non-White	96	75	21
Mexican-American	119	80	39
No. Other (Caucasian)	3,802	2,537	1,265
OTHER			
No. Employees	*5,317*	*3,583*	*1,734*
No. Minorities	400	266	134
Negro	142	87	55
Oriental	101	69	32
Other Non-White	35	22	13
Mexican-American	122	88	34
No. Other (Caucasian)	4,917	3,317	1,600
TOTAL			
No. Employees	*23,513*	*15,068*	*8,445*
No. Minorities	2,952	1,984	968
Negro	1,120	746	374
Oriental	610	368	242
Other Non-White	404	325	79
Mexican-American	818	545	273
No. Other (Caucasian)	20,561	13,084	7,477

GREATER LOS ANGELES	SAN FRANCISCO BAY AREA	CENTRAL VALLEY	OTHER
Cal Poly KV	Hayward	Bakersfield	Cal Poly SLO
Chancellor's Office	San Francisco	Chico	Humboldt
Dominguez Hills	San Jose	Fresno	San Bernardino
Fullerton		Sacramento	San Diego
Long Beach		Stanislaus	Sonoma
Los Angeles			
San Fernando Valley			

Attachment 2

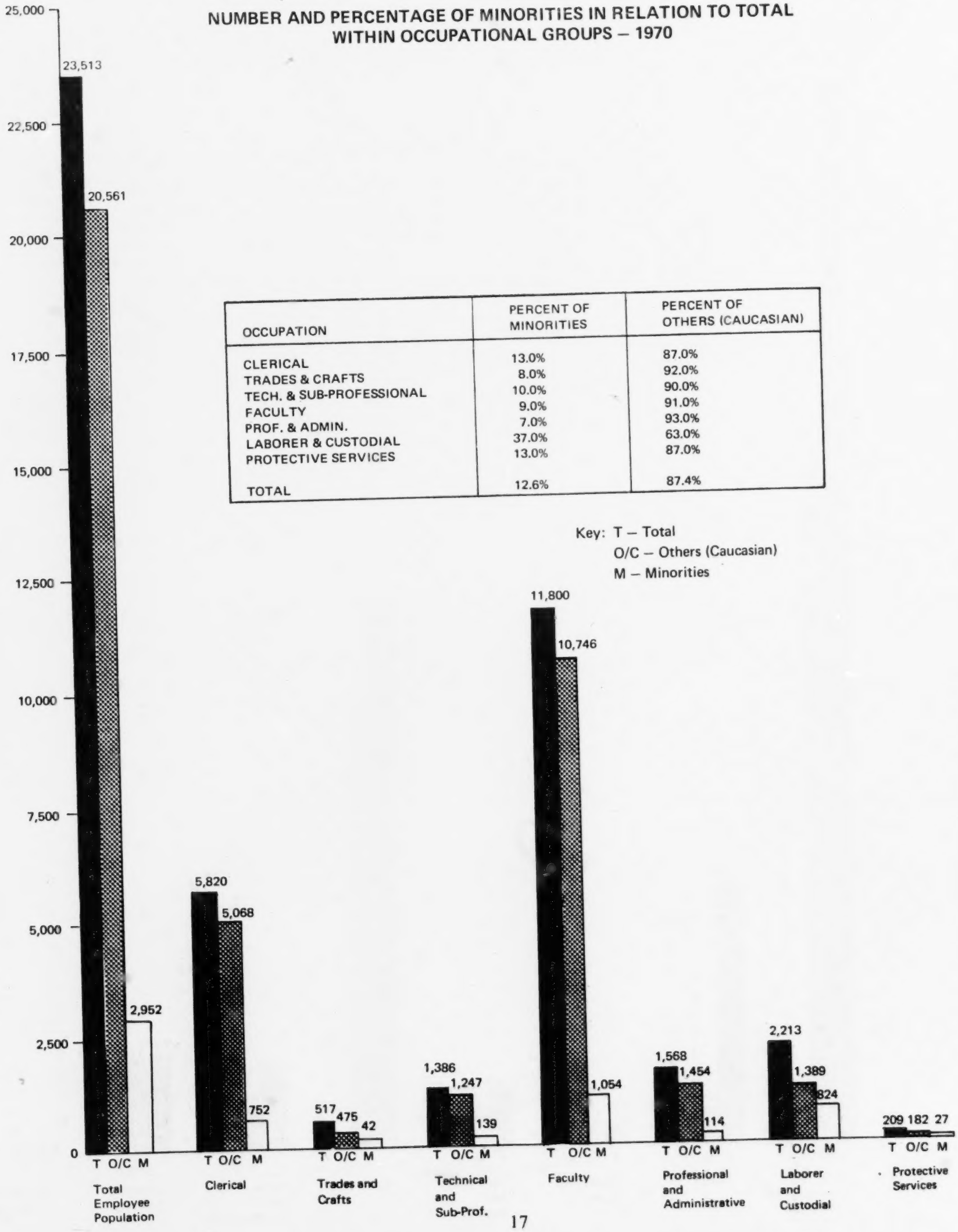
NUMBER OF ALL CALIFORNIA STATE COLLEGE EMPLOYEES BY MINORITY GROUP AND SEX – 1970 OCCUPATIONS

	TOTAL	MALE	FEMALE
Total No. Employees	*23,513*	*15,068*	*8,445*
No. Minorities	2,952	1,984	968
Negro	1,120	746	374
Oriental	610	368	242
Other Non-White	404	325	79
Mexican-American	818	545	273
No. Other (Caucasian)	20,561	13,084	7,477
Total No. Instructional Faculty	*11,800*	*9,505*	*2,295*
No. Minority Faculty	1,054	830	224
Negro	274	197	77
Oriental	338	275	63
Other Non-White	193	155	38
Mexican-American	249	203	46
No. Other (Caucasian)	10,746	8,675	2,071
Total No. Faculty, Prof. & Admin.	*13,368*	*10,500*	*2,868*
No. Minorities	1,168	903	265
Negro	319	228	91
Oriental	380	294	86
Other Non-White	200	161	39
Mexican-American	269	220	49
No. Other (Caucasian)	12,200	9,597	2,603
Total No. All Other Occupations (Clerical, Trades & Crafts, Technical & Sub-Professional, Laborer & Custodial, Protective Services)	*10,145*	*4,568*	*5,577*
No. Minorities	1,784	1,081	703
Negro	801	518	283
Oriental	230	74	156
Other Non-White	204	164	40
Mexican-American	549	325	224
No. Other (Caucasian)	8,361	3,487	4,874
Total No. Supervisors	*1,901*	*1,163*	*738*
No. Minorities	160	104	56
Negro	85	67	18
Oriental	38	14	24
Other Non-White	13	9	3
Mexican-American	24	14	10
No. Other (Caucasian)	1,741	1,059	697

Attachment 3

NUMBER AND PERCENTAGE OF MINORITIES IN RELATION TO TOTAL WITHIN OCCUPATIONAL GROUPS – 1970

OCCUPATION	PERCENT OF MINORITIES	PERCENT OF OTHERS (CAUCASIAN)
CLERICAL	13.0%	87.0%
TRADES & CRAFTS	8.0%	92.0%
TECH. & SUB-PROFESSIONAL	10.0%	90.0%
FACULTY	9.0%	91.0%
PROF. & ADMIN.	7.0%	93.0%
LABORER & CUSTODIAL	37.0%	63.0%
PROTECTIVE SERVICES	13.0%	87.0%
TOTAL	12.6%	87.4%

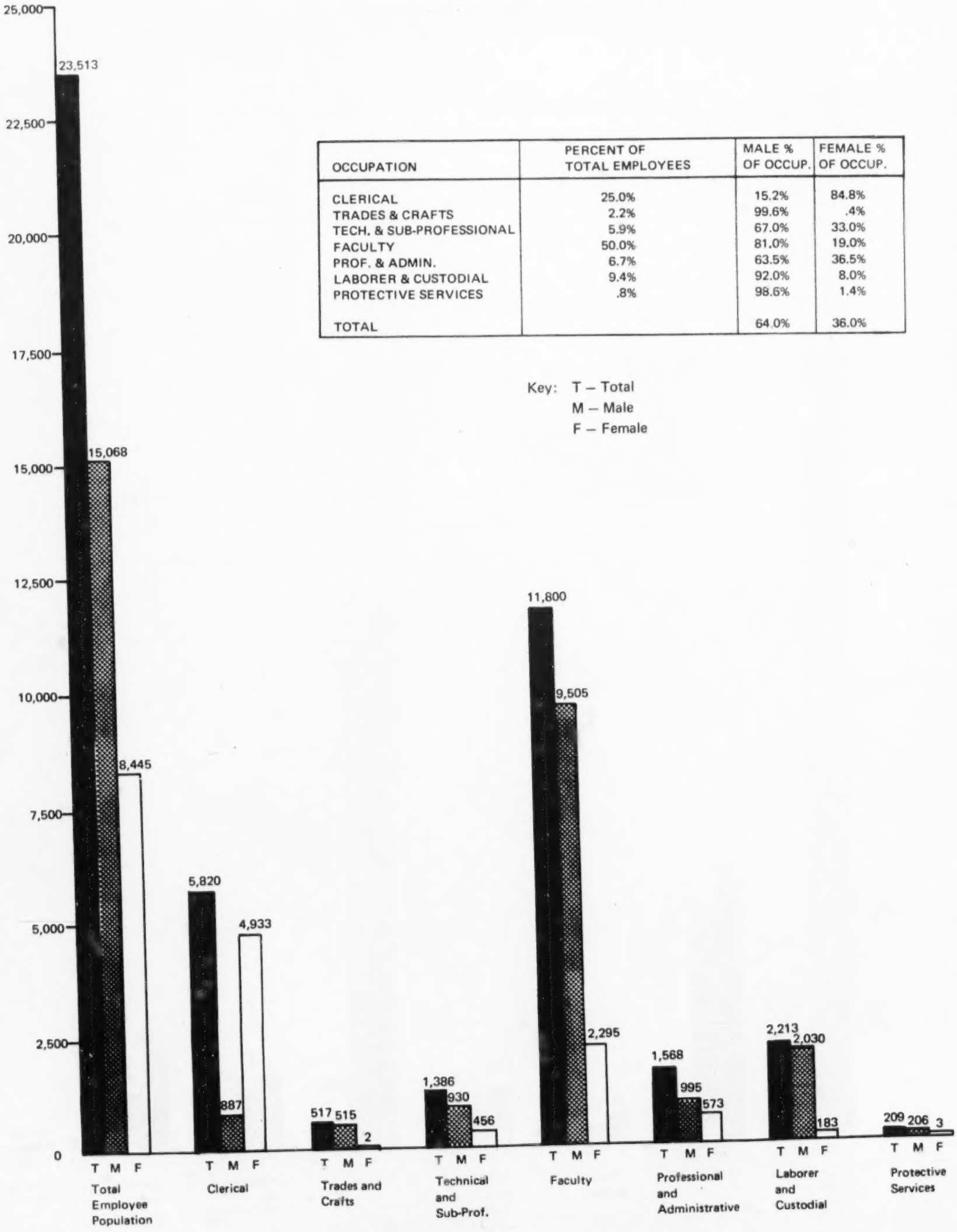


Attachment 4

NUMBER AND PERCENTAGE OF MALE AND FEMALE EMPLOYEES IN RELATION TO TOTAL WITHIN OCCUPATIONAL GROUPS – 1970

OCCUPATION	PERCENT OF TOTAL EMPLOYEES	MALE % OF OCCUP.	FEMALE % OF OCCUP.
CLERICAL	25.0%	15.2%	84.8%
TRADES & CRAFTS	2.2%	99.6%	.4%
TECH. & SUB-PROFESSIONAL	5.9%	67.0%	33.0%
FACULTY	50.0%	81.0%	19.0%
PROF. & ADMIN.	6.7%	63.5%	36.5%
LABORER & CUSTODIAL	9.4%	92.0%	8.0%
PROTECTIVE SERVICES	.8%	98.6%	1.4%
TOTAL		64.0%	36.0%

Key: T – Total
M – Male
F – Female



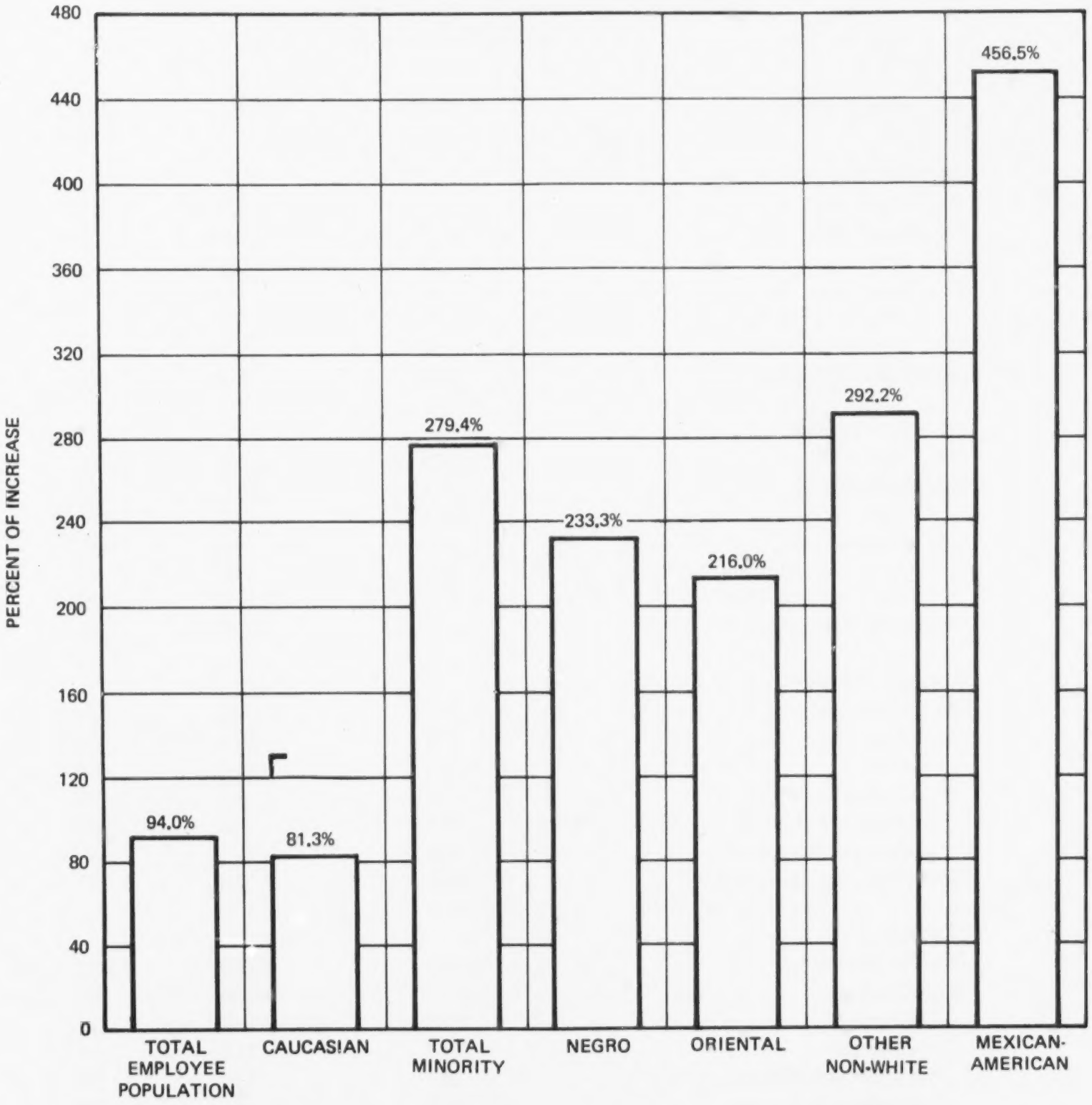
Attachment 5

NUMBER OF ALL CALIFORNIA STATE COLLEGE EMPLOYEES BY MINORITY GROUP AND SEX – 1970 SALARY RANGES

SALARY RANGES	TOTAL	MALE	FEMALE
$4,999 OR LESS			
No. Employees	*773*	*518*	*255*
No. Minorities	165	99	66
Negro	53	32	21
Oriental	28	15	13
Other Non-White	25	18	7
Mexican-American	59	34	25
No. Other (Caucasian)	608	419	189
$5,000 – $7,499			
No. Employees	*7,529*	*2,628*	*4,901*
No. Minorities	1,452	857	595
Negro	683	434	249
Oriental	176	44	132
Other Non-White	159	130	29
Mexican-American	434	249	185
No. Other (Caucasian)	6,077	1,771	4,306
$7,500 – $9,999			
No. Employees	*4,447*	*3,140*	*1,307*
No. Minorities	518	374	144
Negro	166	123	43
Oriental	136	91	45
Other Non-White	117	17	60
Mexican-American	156	117	39
No. Other (Caucasian)	3,929	2,766	1,163
$10,000 – +			
No. Employees	*10,764*	*8,782*	*1,982*
No. Minorities	817	654	163
Negro	218	157	61
Oriental	270	218	52
Other Non-White	160	134	26
Mexican-American	169	145	24
No. Other (Caucasian)	9,947	8,128	1,819
TOTAL			
No. Employees	*23,513*	*15,068*	*8,445*
No. Minorities	2,952	1,984	968
Negro	1,120	746	374
Oriental	610	368	242
Other Non-White	404	325	79
Mexican-American	818	545	273
No. Other (Caucasian)	20,561	13,084	7,477

Attachment 6

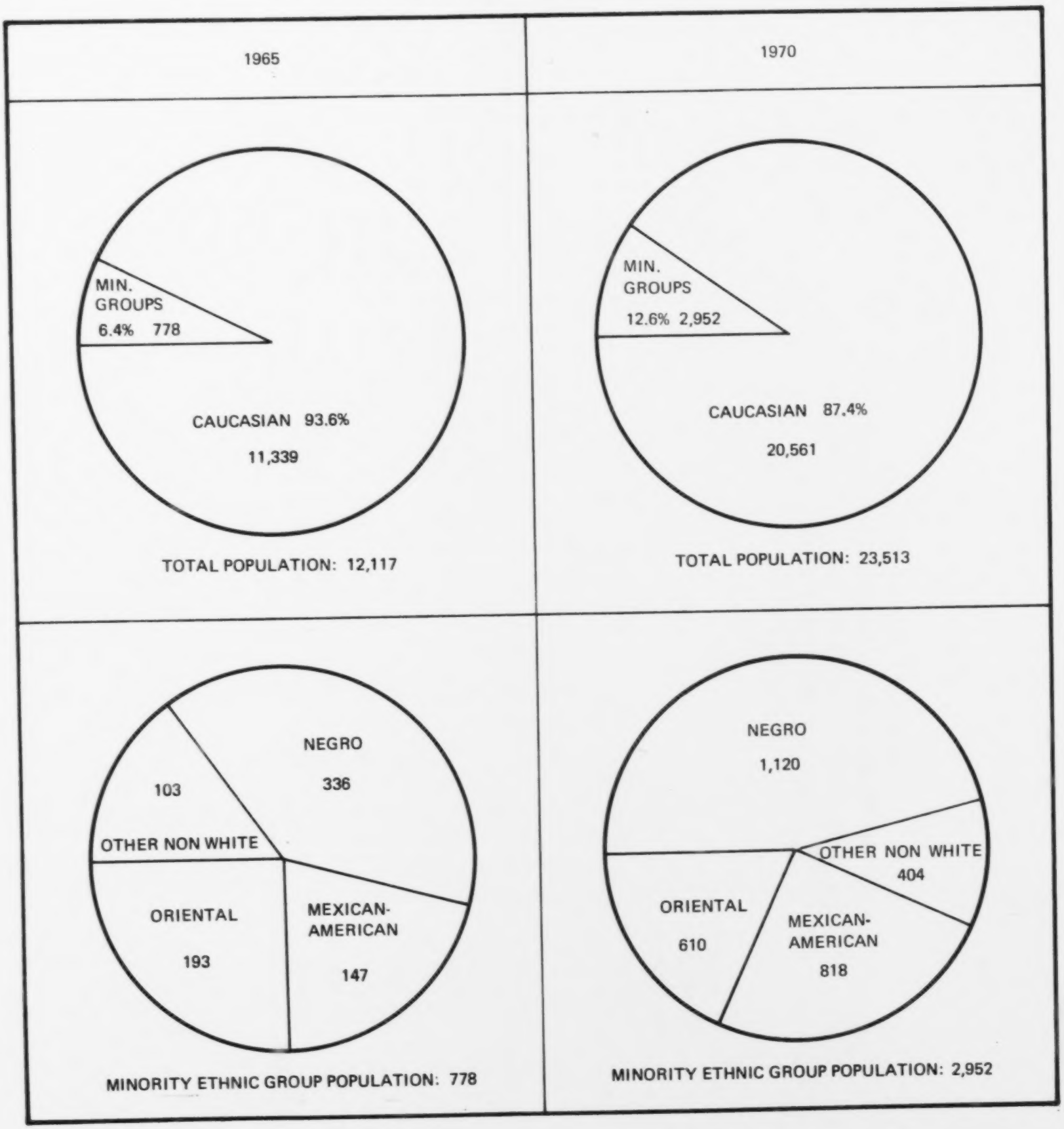
PERCENTAGE OF INCREASE IN TOTAL POPULATION AND EACH MINORITY ETHNIC GROUP
6 YEAR PERIOD BETWEEN 1965 AND 1970



ETHNIC GROUP	1965	1970	PERCENT OF INCREASE
CAUCASIAN	11,339	20,561	81.3%
NEGRO	336	1,120	233.3%
ORIENTAL	193	610	216.0%
MEXICAN-AMERICAN	147	818	456.5%
OTHER NON-WHITE	103	404	292.2%
TOTAL MINORITY EMPLOYEES	778	2,952	279.4%
TOTAL EMPLOYEES	12,117	23,513	94.0%

Attachment 7

COMPARISON OF TOTAL EMPLOYEE POPULATION WITH EACH MINORITY ETHNIC GROUP IN 1965 AND 1970 REPORTS



Attachment 8

INSTRUCTIONAL FACULTY
NUMBER AND PERCENTAGE MINORITIES
EMPLOYED IN RELATION TO TOTAL FACULTY
EACH YEAR 1965 THROUGH 1970
ALL CALIFORNIA STATE COLLEGES

	Total No. Instructional Faculty	Total Minority		Negro		Oriental		Other Non-White		Mexican American	
Report		No.	% of Total	No.	% of Total	No.	% of Total	No.	% of Total	No.	% of Total
1970	11,800	1,054	9.0%	274	2.3 %	338	2.9 %	193	1.6 %	249	2.1 %
1969	10,698	653	6.1%	138	1.2 %	248	2.3 %	137	1.2 %	130	1.2 %
1968	9,756	466	4.8%	81	0.83%	214	2.19%	84	0.86 %	87	0.89%
1967	7,561	322	4.3%	49	0.65%	149	1.97%	63	0.83 %	61	0.81%
1966	6,861	277	4.0%	51	0.74%	127	1.85%	48	0.699%	51	0.74%
1965	6,418	266	3.5%	40	0.62%	102	1.59%	46	0.72 %	38	0.59%

Attachment 9

COMPARISON BETWEEN 1968, 1969 AND 1970 REPORTS NUMBER & PERCENTAGE OF MINORITIES IN RELATION TO TOTAL BY OCCUPATION AND EARNINGS ALL CALIFORNIA STATE COLLEGES

	1968	1969	1970
Total No. Employees	18,206	20,696	23,513
No. Minorities	1,395	1,981	2,952
% Minorities	7.7%	9.6%	12.6%
Total No. Faculty	9,756	10,698	11,800
No. Minority Faculty	466	653	1,054
% Minority Faculty	4.8%	6.1%	9.0%
Total No. Faculty Professional & Administrative	10,956	12,088	13,368
No. Minority Faculty, Professional & Administrative	518	732	1,168
% Minority Faculty, Professional & Administrative	4.7%	6.0%	8.7%
Total No. All Other (Clerical, Technical, Trades, Custodial, Protective)	7,250	8,608	10,145
No. Minority, All Other	877	1,249	1,784
% Minority, All Other	12.0%	14.5%	17.6%
Total No. Supervisory Positions	1,930	1,886	1,901
No. Minority in Supervisory Positions	96	133	160
% Minority in Supervisory Positions	5.0%	7.0%	8.4%
Total No. Earning over $10,000	5,190	8,099	10,764
No. Minority Earning Over $10,000	169	480	817
% Minority Earning Over $10,000	3.2%	5.9%	7.6%

NUMBER OF MINORITIES EMPLOYED – 1970 – BY COLLEGE

College	Negro			Oriental			Other Non-White			Mexican-American			Sub-Total			Other			Total		
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T
Bakersfield	0	4	4	0	0	0	0	1	1	1	3	4	1	8	9	25	24	49	26	32	58
Cal Poly – KV	23	13	36	16	1	17	24	8	32	17	11	28	80	33	113	577	269	846	657	302	959
Cal Poly – SLO	7	5	12	9	8	17	7	0	7	20	5	25	43	18	61	878	323	1,201	921	341	1,262
Chico	5	0	5	5	2	7	10	2	12	6	1	7	26	5	31	731	352	1,083	757	357	1,114
Dominguez Hills	18	11	29	6	18	24	4	3	7	15	6	21	43	38	81	148	98	246	191	136	327
Fullerton	54	36	90	17	14	31	12	5	17	66	40	106	149	95	244	783	529	1,312	932	624	1,556
Fresno	41	22	63	14	17	31	21	11	32	56	25	81	132	75	207	762	375	1,137	894	450	1,344
Hayward	49	22	71	22	11	33	16	4	20	11	14	25	98	51	149	482	359	841	580	410	990
Humboldt	0	1	1	6	6	12	7	4	11	2	0	2	15	11	26	556	219	775	571	230	801
Long Beach	34	19	53	31	11	42	59	1	60	18	3	21	142	34	176	1,111	619	1,730	1,253	653	1,906
Los Angeles	130	43	173	52	33	85	19	11	30	72	65	137	273	152	425	922	629	1,551	1,195	781	1,976
Sacramento	64	15	79	33	22	55	42	7	49	13	9	22	152	53	205	873	423	1,296	1,025	476	1,501
San Bernardino	18	11	29	4	1	5	3	1	4	10	7	17	35	20	55	172	116	288	207	136	343
San Diego	54	31	85	45	14	59	3	8	11	47	20	67	149	73	222	1,385	754	2,139	1,534	827	2,361
San Fernando	135	31	166	22	11	33	2	0	2	37	20	57	196	62	258	956	699	1,655	1,152	761	1,913
San Francisco	54	52	106	38	31	69	27	3	30	51	9	60	170	95	265	879	559	1,438	1,049	654	1,703
San Jose	45	32	77	36	30	66	63	10	73	84	31	115	228	103	331	1,260	701	1,961	1,488	804	2,292
Sonoma	8	7	15	5	3	8	2	0	2	9	2	11	24	12	36	326	188	514	350	200	550
Stanislaus	2	1	3	5	4	9	2	0	2	4	1	5	13	6	19	146	91	237	159	97	256
Chancellor's Office	5	18	23	2	5	7	2	0	2	6	1	7	15	24	39	112	150	262	127	174	301
Total	746	374	1,120	368	242	610	325	79	404	545	273	818	,984	968	2,952	13,084	7,477	20,561	15,068	8,445	23,513

NUMBER AND PERCENTAGE OF MINORITY EMPLOYEES AND EACH ETHNIC GROUP IN RELATION TO TOTAL WORK FORCE BY COLLEGE – EACH YEAR BETWEEN THE 1965 AND 1970 REPORTS

College		Total No. Employees	Total Minority Employees		Negro		Oriental		Other Non-White		Mexican-American		Other Caucasian	
		No.	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
BAKERSFIELD	1970	58	9	15.5	4	6.9	0	–	1	1.7	4	6.9	49	84.5
	1969	25	1	4.0	0	–	0	–	0	–	1	4.0	24	96.0
	1968	9	1	11.0	0	–	0	–	0	–	0	11.0	8	89.0
CAL POLY, K-V	1970	959	113	11.8	36	3.8	17	1.8	32	3.3	18	2.9	846	88.2
	1969	817	42	5.1	12	1.4	9	1.1	14	1.7	7	.8	775	94.8
	1968	686	39	5.7	13	1.9	8	1.2	9	1.3	9	1.3	647	94.3
	1967	559	37	6.6	12	2.1	6	1.1	8	1.4	11	2.0	522	93.4
	1966	516	29	5.6	10	1.9	6	1.1	7	1.4	6	1.1	487	94.4
	1965	458	27	5.8	4	.9	6	1.3	8	1.7	9	1.9	431	94.1
CAL POLY, SLO	1970	1,262	61	4.8	12	.9	17	1.3	7	.6	25	2.0	1,201	95.2
	1969	1,023	36	3.5	6	.5	11	1.0	8	.7	11	1.0	987	96.4
	1968	957	21	2.2	2	.2	8	.8	3	.3	8	.8	936	97.8
	1967	778	30	3.8	4	.5	11	1.4	7	.9	8	1.0	748	96.1
	1966	747	27	3.6	3	.4	11	1.5	7	.9	6	.8	720	96.4
	1965	704	21	3.0	0	–	6	.9	9	1.3	6	.9	683	97.0
CHICO	1970	1,114	31	2.8	5	.5	7	.6	12	1.1	7	.6	1,083	97.2
	1969	971	15	1.5	4	.4	4	.4	4	.4	3	.3	956	98.4
	1968	885	11	1.2	4	.5	0	–	6	.7	1	.1	874	98.8
	1967	631	7	1.1	3	.5	2	.3	0	–	2	.3	624	98.9
	1966	551	7	1.3	3	.5	2	.4	1	.2	1	.2	544	98.7
	1965	495	3	.6	2	.4	0	–	0	–	1	.2	492	99.4
DOMINGUEZ HILLS	1970	327	81	24.8	29	9.0	24	7.3	7	2.1	21	6.4	246	75.2
	1969	179	43	24.0	13	7.2	12	6.7	7	3.9	11	6.1	136	75.9
	1968	117	18	15.4	3	2.6	7	6.0	3	2.6	5	4.3	99	84.6
	1967	36	0	–	0	–	0	–	0	–	0	–	36	100.0
	1966	30	0	–	0	–	0	–	0	–	0	–	30	100.0
	1965	17	0	–	0	–	0	–	0	–	0	–	17	100.0
FRESNO	1970	1,344	207	15.4	63	4.7	31	2.3	32	2.4	81	6.0	1,137	84.6
	1969	1,202	129	10.7	46	3.8	32	2.6	12	.9	39	3.2	1,073	89.2
	1968	1,067	71	6.7	21	2.0	24	2.2	7	.7	19	1.8	996	93.3
	1967	850	41	4.8	9	1.0	10	1.2	6	.7	16	1.9	809	95.2
	1966	884	39	4.4	11	.12	10	1.1	2	.2	16	1.8	845	94.6
	1965	790	34	4.3	7	.9	10	1.3	2	.3	15	1.8	756	95.6
FULLERTON	1970	1,556	244	15.7	90	5.8	31	2.0	17	1.1	106	6.8	1,312	84.3
	1969	1,177	131	11.1	49	4.1	28	2.3	6	.5	48	2.7	1,046	88.8
	1968	777	97	12.5	43	5.5	18	2.3	5	.6	31	4.0	680	87.5
	1967	533	61	11.4	31	5.8	7	1.3	4	.8	19	3.7	472	88.6
	1966	395	47	11.9	26	6.6	6	1.5	1	.3	14	3.5	348	88.1
	1965	293	36	12.3	22	7.5	4	1.4	1	.3	9	3.0	257	87.7
HAYWARD	1970	990	149	15.1	71	7.2	33	3.3	20	2.0	25	2.5	841	85.0
	1969	922	88	9.5	42	4.5	20	2.1	8	.8	18	1.9	834	90.4
	1968	836	51	6.1	15	1.8	20	2.4	8	1.0	8	1.0	785	93.9
	1967	522	38	7.3	9	1.7	11	2.1	5	1.0	13	2.5	484	92.7
	1966	357	28	7.8	11	3.1	9	2.5	1	.3	7	2.0	329	92.2
	1965	262	15	5.7	7	2.7	6	2.3	0	–	2	.8	247	94.0

NUMBER AND PERCENTAGE OF MINORITY EMPLOYEES AND EACH ETHNIC GROUP IN RELATION TO TOTAL WORK FORCE BY COLLEGE – EACH YEAR BETWEEN THE 1965 AND 1970 REPORTS

College		Total No. Employees	Total Minority Employees		Negro		Oriental		Other Non-White		Mexican-American		Other Caucasian	
			No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
HUMBOLDT	1970	801	26	3.2	1	.1	12	1.5	11	1.4	2	.2	775	96.8
	1969	680	27	3.9	0	–	5	.7	11	1.6	11	1.6	653	96.0
	1968	578	16	2.8	1	.2	4	.7	4	.7	7	1.2	562	97.2
	1967	468	18	3.8	1	.2	4	.9	5	1.1	8	1.7	450	96.2
	1966	477	7	1.5	2	.4	3	.6	1	.2	1	.2	470	98.5
	1965	402	6	1.5	1	.3	4	1.0	0	–	1	.3	396	98.5
LONG BEACH	1970	1,906	176	9.2	53	2.8	42	2.2	60	3.1	21	1.1	1,730	90.8
	1969	1,947	148	7.6	43	2.2	37	1.9	56	2.8	12	.6	1,799	92.4
	1968	1,635	112	6.9	20	1.2	30	1.8	49	3.0	13	.8	1,523	93.1
	1967	1,451	91	6.3	12	.8	28	1.9	39	2.7	12	.8	1,360	93.7
	1966	1,318	70	5.3	11	.8	23	1.7	28	2.1	8	.6	1,248	94.7
	1965	1,092	46	4.2	8	.7	13	1.2	18	1.6	7	.6	1,046	95.8
LOS ANGELES	1970	1,976	425	21.5	173	8.8	85	4.3	30	1.5	137	6.9	1,551	78.5
	1969	1,795	315	17.5	136	7.5	67	3.7	24	1.3	88	4.9	1,480	82.4
	1968	1,624	241	14.8	126	7.8	43	2.6	8	.5	64	3.9	1,383	85.2
	1967	1,217	206	16.9	114	9.4	32	2.6	7	.6	53	4.4	1,011	83.07
	1966	1,275	204	16.0	106	8.3	34	2.7	3	.2	61	4.8	1,071	84.0
	1965	1,364	198	14.5	116	8.5	27	2.1	13	1.0	42	3.0	1,166	85.5
SACRAMENTO	1970	1,501	205	13.7	79	5.2	55	3.7	49	3.3	22	1.5	1,296	86.3
	1969	1,377	129	9.4	47	3.4	40	2.9	27	1.9	15	1.1	1,248	90.6
	1968	996	83	8.3	34	3.4	26	2.6	16	1.6	7	.7	913	91.7
	1967	875	76	8.7	33	3.8	19	2.2	19	2.2	5	.6	799	91.3
	1966	770	67	8.7	26	3.4	19	2.5	17	2.2	5	.6	703	91.3
	1965	672	40	6.0	20	3.0	13	1.9	7	1.0	0	–	632	94.0
SAN BERNARDINO	1970	343	55	16.0	29	8.5	5	1.5	4	1.2	17	4.9	288	83.9
	1969	257	32	12.5	11	4.2	4	1.6	2	.78	15	5.8	225	87.5
	1968	180	18	10.0	4	2.2	3	1.7	0	–	11	6.1	162	90.0
	1967	105	14	10.5	3	2.9	3	2.9	1	1.0	7	6.7	91	86.7
	1966	57	6	10.5	1	1.8	1	1.8	0	–	4	7.0	51	89.5
	1965	26	2	8.0	0	–	1	4.0	0	–	1	4.0	24	92.0
SAN DIEGO	1970	2,361	222	9.4	96	3.6	59	2.5	11	.5	67	2.8	2,139	90.6
	1969	1,959	116	5.9	40	2.0	18	.9	28	1.4	30	1.5	1,843	94.1
	1968	1,818	74	4.0	27	1.5	11	.6	17	.9	19	1.0	1,744	96.0
	1967	1,329	65	4.9	18	1.4	13	1.0	17	1.3	17	1.3	1,264	95.1
	1966	1,247	62	5.0	20	1.6	15	1.2	9	.7	18	1.4	1,185	95.0
	1965	1,301	41	3.2	10	.8	11	.9	8	.6	12	.9	1,260	96.8
SAN FERNANDO	1970	1,913	258	13.5	166	8.7	33	1.7	2	.1	57	3.0	1,655	86.5
	1969	1,800	167	9.3	119	6.6	27	1.5	0	–	21	1.2	1,633	90.7
	1968	1,706	175	10.3	114	6.6	34	1.9	0	–	27	1.6	1,531	89.7
	1967	1,142	143	12.5	109	9.5	16	1.4	0	–	18	1.6	999	87.48
	1966	1,011	102	10.1	81	8.0	7	.7	5	.5	9	.9	909	89.9
	1965	863	96	11.1	75	9.0	11	1.3	1	.1	9	1.0	767	88.9
SAN FRANCISCO	1970	1,703	265	15.6	106	6.2	6.9	4.1	30	1.8	60	3.5	1,438	84.4
	1969	1,639	238	14.5	107	6.5	57	3.5	26	1.6	48	2.9	1,401	85.4
	1968	1,726	202	11.7	75	4.3	56	3.2	38	2.2	33	1.9	1,524	88.8
	1967	1,358	140	10.3	53	3.9	37	2.7	27	1.9	23	1.7	1,218	89.7
	1966	1,349	164	12.2	68	5.0	38	2.8	26	1.9	32	2.4	1,185	87.8
	1965	1,249	103	8.2	46	3.7	30	2.4	15	1.2	12	1.0	1,146	91.8

NUMBER AND PERCENTAGE OF MINORITY EMPLOYEES AND EACH ETHNIC GROUP IN RELATION TO TOTAL WORK FORCE BY COLLEGE – EACH YEAR BETWEEN THE 1965 AND 1970 REPORTS

College		Total No. Employees	Total Minority Employees		Negro		Oriental		Other Non-White		Mexican-American		Other Caucasian	
			No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
SAN JOSE	1970	2,292	331	14.4	77	3.4	66	2.9	73	3.2	115	5.0	1,961	85.5
	1969	2,107	264	12.5	47	2.2	67	3.2	55	2.6	95	4.5	1,843	87.5
	1968	1,975	126	6.4	17	.9	48	2.4	30	1.5	31	1.6	1,849	93.6
	1967	1,704	118	6.9	18	1.0	46	2.7	19	1.1	35	1.0	1,586	93.1
	1966	1,747	109	6.2	16	.9	51	2.9	19	1.1	23	1.3	1,638	93.8
	1965	1,852	104	5.6	16	.9	46	2.5	21	1.1	21	1.1	1,748	94.4
SONOMA	1970	550	36	6.5	15	2.7	8	1.5	2	.4	11	2.0	514	93.4
	1969	395	26	6.6	10	2.5	5	1.3	5	1.3	6	1.5	369	93.4
	1968	286	17	5.9	7	2.4	3	1.0	4	1.3	3	1.0	269	94.1
	1967	172	6	3.5	2	1.2	2	1.2	1	.6	1	.6	166	96.5
	1966	142	10	7.0	2	1.4	2	1.4	3	2.1	3	2.1	132	93.0
	1965	105	2	1.9	0	–	1	1.0	0	–	1	1.0	103	98.1
STANISLAUS	1970	256	19	7.4	3	1.2	9	3.5	2	.8	5	1.9	237	92.6
	1969	206	7	3.4	0	–	5	2.4	0	–	2	1.0	199	96.6
	1968	174	7	4.0	1	.6	5	2.9	0	–	1	.6	167	96.0
	1967	127	5	3.9	0	–	3	2.4	2	1.6	0	–	122	92.1
	1966	109	4	3.7	0	–	2	1.8	2	1.8	0	–	105	96.3
	1965	87	3	3.4	0	–	3	3.4	0	–	0	–	84	96.6
CHANCELLOR's OFFICE	1970	301	39	13.0	23	7.7	7	2.3	2	.7	7	2.3	262	87.0
	1969	218	27	12.4	14	6.4	4	1.8	2	1.0	7	3.2	191	87.6
	1968	174	15	8.6	8	4.6	2	1.1	2	1.1	3	1.7	159	91.4
	1967	124	5	4.0	5	4.0	0	–	0	–	0	–	119	96.0
	1966	113	2	1.8	2	1.8	0	–	0	–	0	–	111	98.2
	1965	86	2	2.3	2	2.3	0	–	0	–	0	–	84	97.7
TOTAL	1970	23,513	2,952	12.6	1,120	4.8	610	2.6	404	1.7	818	3.5	20,561	87.4
	1969	20,696	1,981	9.6	746	3.6	452	2.1	295	1.4	488	2.4	18,715	90.4
	1968	18,206	1,395	7.7	535	2.9	350	1.9	209	1.2	301	1.7	16,811	92.3
	1967	13,981	1,101	7.9	436	3.1	250	1.8	167	1.2	248	1.8	12,880	92.1
	1966	13,095	984	7.5	399	3.1	239	1.8	132	1.0	214	1.6	12,111	92.5
	1965	12,117	778	6.4	336	2.8	193	1.6	103	.8	147	1.2	11,339	93.6

NUMBER EMPLOYED IN CALIFORNIA STATE COLLEGES – 1970
BY ETHNIC GROUP, GEOGRAPHIC LOCATION, OCCUPATION AND SALARY RANGE

	Negro			Oriental			Other Non-White			Mexican-American			Sub-Total			Other			Total		
LOCATION	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T
Greater Los Angeles	399	171	570	146	93	239	122	28	150	231	146	377	898	438	1,336	4,609	2,993	7,602	5,507	3,431	8,938
San Francisco Bay Area	148	106	254	96	72	168	106	17	123	146	54	200	496	249	745	2,621	1,619	4,240	3,117	1,868	4,985
Central Valley	112	42	154	57	45	102	75	21	96	80	39	119	324	147	471	2,537	1,265	3,802	2,861	1,412	4,273
Other	87	55	142	69	32	101	22	13	35	88	34	122	266	134	400	3,317	1,600	4,917	3,583	1,734	5,317
TOTAL	746	374	1,120	368	242	610	325	79	404	545	273	818	1,984	968	2,952	13,084	7,477	20,561	15,068	8,445	23,513
OCCUPATION																					
Clerical	81	222	303	14	135	149	18	31	49	64	187	251	177	575	752	710	4,358	5,068	887	4,933	5,820
Trades, Crafts	17	0	17	4	0	4	4	0	4	15	2	17	40	2	42	475	0	475	515	2	517
Tech. Sub. Prof.	17	11	28	34	17	51	26	5	31	17	12	29	94	45	139	836	411	1,247	930	456	1,386
Faculty	197	77	274	275	63	338	155	38	193	203	46	249	830	224	1,054	8,675	2,071	10,746	9,505	2,295	11,800
Prof. & Admin.	31	14	45	19	23	42	6	1	7	17	3	20	73	41	114	922	532	1,454	995	573	1,568
Laborer & Custodial	390	50	440	22	4	26	112	4	116	220	22	242	744	80	824	1,286	103	1,389	2,030	183	2,213
Protective Services	13	0	13	0	0	0	4	0	4	9	1	10	26	1	27	180	2	182	206	3	209
TOTAL	746	374	1,120	368	242	610	325	79	404	545	273	818	1,984	968	2,952	13,084	7,477	20,561	15,068	8,445	23,513
SALARY RANGES																					
$4,999 or less	32	21	53	15	13	28	18	7	25	34	25	59	99	66	165	419	189	608	518	255	773
$5,000 – $7,499	434	249	683	44	132	176	130	29	159	249	185	434	857	595	1,452	1,771	4,306	6,077	2,628	4,901	7,529
$7,500 – $9,999	123	43	166	91	45	136	43	17	60	117	39	156	374	144	518	2,766	1,163	3,929	3,140	1,307	4,447
$10,000 – +	157	61	218	218	52	270	134	26	160	145	24	169	654	163	817	8,128	1,819	9,947	8,782	1,982	18,764
TOTAL	746	374	1,120	368	242	610	325	79	404	545	273	818	1,984	968	2,952	13,084	7,477	20,561	15,068	8,445	23,513